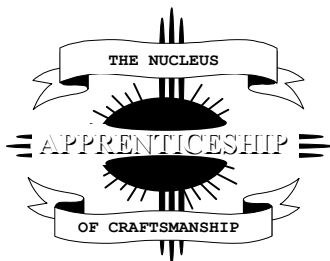




**STANDARDS OF APPRENTICESHIP
adopted by**

TANNER ELECTRIC COOPERATIVE LINEMAN APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
LINEMAN		821.261-014	8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JULY 16, 1993

Initial Approval

By: MELINDA NICHOLS
Chairman of Council

Addendum Amended

By: PATRICK WOODS
Secretary of Council

APRIL 16, 1999

Committee Amended

TANNER ELECTRIC COOPERATIVE LINEMAN APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS.

WHENEVER WORDS DENOTING THE MASCULINE GENDER ARE USED IN THIS AGREEMENT, THEY ARE INTENDED TO APPLY EQUALLY TO EITHER GENDER.

The following Standards for the development of apprentices have been prepared by Tanner Electric Cooperative. When approved by and registered with the Registration Agency, the Standards will govern the training of apprentices in this industry.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be parts of King and Pierce Counties with headquarters in North Bend, Washington.

2. MINIMUM QUALIFICATIONS:

All applicants shall meet the following minimum qualifications:

Age: 18 years of age through 35 years of age.
Education: High school graduation or the equivalent.
Physical: Able to meet requirements of the trade.
Testing: N/A

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:

Lineman apprentices shall be selected as follows:

Requests for any lineman apprentice vacancy shall be selected in the following sequence:

By seniority based on the length of service within the line department, if deemed qualified by the Apprenticeship Committee.

By other employees in the Company.

In the event that our apprentice applicants are not available, applications would be accepted from the outside to further affirmative action.

B. Affirmative Action Plan:

1. The amount of credit for previous work experience shall be determined by the Apprenticeship Committee after a careful review of the merits of each case.

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2. Participate in any workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship system and current opportunities therein. (WAC 296-04-340(B))
3. Utilization of journey-level workers to assist in the implementation of the sponsor's affirmative action program. (WAC 296-04-340(G))
4. Granting advance standing or credit on the basis of previous acquired experience, training, skills, or aptitude for all applicants equally. (WAC 296-04-340(H))

4. TERM OF APPRENTICESHIP:

Not less than four (4) years of reasonably continuous employment.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first 1000 hours of employment.

6. RATIO OF APPRENTICES TO JOURNEYMEN:

The ratio of apprentice linemen to journey-level workers shall not be more than one (1) apprentice to two (2) journey-level workers.

7. WAGE PROGRESSION:

Apprentice shall be paid on the following percentage in accordance with WAC 296-04-270(2)(c):

0-6	months	65%
6-12	months	70%
12-18	months	75%
18-24	months	80%
24-30	months	85%
30-36	months	90%
36-42	months	95%

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8. WORK PROCESSES:

The apprentice shall be given an opportunity during the period of apprenticeship by actual work experience to acquire all the knowledge and skill necessary to qualify as a journey-level worker. The following outline of work experience is to be used as a guide in the training of apprentices.

A.	<u>Lineman:</u>	D.O.T. #821.261-014	<u>HOURS</u>
1.	Poles, arms and guys		1000
2.	Conductors and insulator, switches and cutouts and other protective devices.		2500
3.	Transformers		1000
4.	Metering.....		500
5.	Phasing		250
6.	Safety meeting, care and inspection of safety equipment.		300
7.	URD-installation, splicing and termination, fault locating, mapping & I.D.		2000
8.	Miscellaneous		450
TOTAL HOURS:			8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - () Technical college
 - () Community College
 - () Training Trust
 - (X) Other: Lineman training course with Ruralite Services, Inc.
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)
- E. In case of failure on the part of any apprentice to fulfill their obligation as to related study and testing, the Apprenticeship Committee shall have the authority to suspend or revoke his/her Agreement. All parties participating under the apprenticeship Standards agree to abide by any such determination of the Apprenticeship Committee.
- F. The Apprenticeship Committee recommends that the courses for the apprentices be limited to those who are actually apprentices to the trade in accordance with these Standards.
- G. Such related instruction will not be classed as hours of work.
- H. Adequate safety training will be given in the related classes so that each apprentice will be fully informed on safety practices.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Disciplinary Procedures:

Disciplinary action will be taken when an employee engages in a practice which is inconsistent with published employee rules of conduct or ordinary, reasonable, common sense rules of conduct necessary to the welfare of Tanner Electric Cooperative and its employees. Rehabilitative disciplinary action should be taken when an employee's work performance is considered unsatisfactory. The

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objective of disciplinary action is one of control and how best to guide employees in the performance of their duties in a manner consistent with the efficient operation of Tanner Electric Cooperative and to achieve correction and avoid recurrence.

Reasons for disciplinary action:

(For details see Personnel Policies and Safety Manual)

1. Dishonest or fraudulent acts against Tanner Electric Cooperative or fellow workers.
 2. Not reporting accidents.
 3. Consumption of alcoholic beverages, narcotics and other intoxicants on the job.
 4. Insubordination.
 5. Improper absence from work.
 6. Misuse, damaging or destroying property.
 7. Smoking in restricted areas.
 8. Unsatisfactory work performance and negligence.
 9. Horseplay, fighting, and abusive language and immoral conduct.
11. **COMPOSITION OF COMMITTEE AND ALTERNATES:**

The Tanner Electric Cooperative Apprenticeship Committee shall be composed of equal representation from Tanner Electric Cooperative and employee work group. Selection of these individual members will be made by their respective organizations.

The Employer Representatives Shall Be:

Elmer G. Sams, Chairman
PO Box 1426
North Bend, WA 98045

Scott Zaharek
PO Box 1426
North Bend, WA 98045

The Employee Representatives Shall Be:

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Ed Sledge, Secretary
PO Box 1426
North Bend, WA 98045

Floyd Harper
PO Box 1426
North Bend, WA 98045

12. SUBCOMMITTEE: (None)
13. TRAINING DIRECTOR/COORDINATOR: (None)